

## **EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period: May 23, 2015 – May 22, 2016**

**1) Employment Unit: Beasley Media Group – Las Vegas**

**2) Unit Members (Stations and Communities of License): KDWN (AM), Las Vegas, NV  
KCYE (FM), Boulder City, NV  
KKLZ (FM), Las Vegas, NV  
KOAS (FM), Dolan Springs, AZ  
KVGS (FM), Meadview, AZ**

**3) EEO Contact Information for Employment Unit:**

Mailing Address: 2920 S Durango Drive Las Vegas, NV 89117	Telephone Number: 702-730-0303
	Contact Person/Title: JoAnn Johnson/Business Manager
	E-mail Address: joann.johnson@bbgi.com

**4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Director of Engineering - Cluster	National Society of Engineers
(b) Director of Sales - Cluster	Internal Candidate
(c) Business Manager - Cluster	All Access
(d) General Sales Manager - Cluster	Inside Radio
(e) Account Executive - Cluster	Internal Candidate
(f) Morning Show Host - KVGS	Employee Referral
(g) Morning Show Producer - KVGS	Las Vegas Review Journal
(h) Morning Show Host - KOAS	Internal Candidate
(i) Morning Show Host - KCYE	Internal Candidate

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**5) Job Title: A Director of Engineering Referral Source(s) of Hiree: National Society of Broadcast Engineers**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Nevada Broadcasters Association	Melanie Mueller	1050 E Flamingo Rd., Ste. S-102 Las Vegas, NV 89119	702-794-499	1	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Monster.com	N/A	Monster.com		2	N
Las Vegas Society of Broadcast Engineers	N/A	<a href="http://groups.yahoo.com/neo/groups/lvsbe/conversations.messages">http://groups.yahoo.com/neo/groups/lvsbe/conversations.messages</a>		3	N
National Society of Broadcast Engineers	N/A	Sbe.org		6	N
Los Angeles Society of Broadcast Engineers	Mike Tosch	Mike.tosch@espn.com		2	N
LV Jobs.com	Debbie Feur	LasVegasJobs.com	702-257-1527	0	N
All Access		www.allaccess.com		0	N
Employment Security	Steve Settembre	3405 s Maryland Pkwy Las Vegas, NV 89109	702-486-0100	0	N
Nevada Partners	Yvette Thomas	710 W Lake Mead N Las Vegas, NV 89030	702-924-1600	0	N
Community College of S Nevada	Kelly Wuest	3200 E Cheyenne N Las Vegas, NV 89030	702-651-5089	0	N
Devry University	Chelsey Kuzyk	Email Posting		0	N
San Diego Society of Broadcast Engineers	N/A	Sbe36.org		0	N
Las Vegas Review Journal	Kelly Rimmel	P O Box 70 Las Vegas, NV 89125	702-383-0228	0	N
Texas Broadcaster Association	N/A	Tab.org		0	N
Portland Society of Broadcast Engineers	Dave Matyis	Dave.matyis@entercom.com		0	N
Seattle Society of Broadcast Engineers	Dave Matyis	Dave.matyis@entercom.com		0	N

**5) Job Title: B Director of Sales-Cluster Referral Source(s) of Hiree: Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
All Access	N/A	Allaccess.com		0	N
Nevada Broadcasters Association	Melanie Mueller	1050 E Flamingo Rd., Ste. S-102 Las Vegas, NV 89119	702-794-4994	1	N

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Las Vegas Review Journal	Sheila Morales	P O Box 70 Las Vegas, NV 89125	702-380-4575	3	N
Las Vegas Jobs.com	Debbie Feur	LasVegasJobs.com	702-257-1527	0	N
Inside Radio	N/A	InsideRadio.com		5	N
Robert Hawthorne Search	Robert Hawthorne	<a href="mailto:robert@hawthornesearch.com">robert@hawthornesearch.com</a>		4	N
Internal Candidate	N/A	2920 S Durango Dr Las Vegas, NV 89117		1	No

**5) Job Title: C Business Manager-Cluster Referral Source(s) of Hiree: All Access**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	3	N
All Access	N/A	<a href="http://www.allaccess.com">www.allaccess.com</a>		1	N
Las Vegas Review Journal	Sheila Morales	P O Box 70 Las Vegas, NV 89125	702-380-4575	0	N

**5) Job Title: D General Sales Manager- Cluster Referral Source(s) of Hiree: Inside Radio**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Nevada Broadcasters Association	Melanie Mueller	1050 E Flamingo Rd., Ste. S-102 Las Vegas, NV 89119	702-380-4575	1	N
Inside Radio	N/A	InsideRadio.com		2	N

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**5) Job Title: E Account Executive - Cluster Referral Source(s) of Hiree: Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	2	N
Internal Candidate	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Las VegasJobs.com	Debbie Feur	LasVegasJobs.com	702-257-1527	1	N
Nevada Broadcasters Association	Melanie Mueller	1050 E Flamingo Rd., Ste. S-102 Las Vegas, NV 89119	702-380-4575	0	N

**5) Job Title: F Morning Show Host - KVGS Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Monster.Com	N/A	www.monster.com		1	N
All Access	N/A	www.allaccess.com		4	N
Las Vegas Review Journal	Sheila Morales	P O Box 70 Las Vegas, NV 89125	702-380-4575	0	N

**5) Job Title: G Morning Show Producer -KVGS Referral Source(s) of Hiree: Las Vegas Review Journal**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Employee Referral	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	2	N
Indeed.com	N/A	1321 Ken St Las Vegas, NV 89106	702-386-3926	1	N
Nevada Broadcasters Association	Melanie Mueller	1050 E Flamingo Rd., Ste. S-102 Las Vegas, NV 89119	702-380-4575	2	N
Las Vegas Review Journal	Sheila Morales	P O Box 70 Las Vegas, NV 89125	702-380-4575	1	N

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**5) Job Title: H Morning Show Host - KOAS Referral Source(s) of Hiree: Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
Internal Candidate	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
All Access	N/A	www.allaccess.com		3	N
Nevada Broadcasters Association	Melanie Mueller	1050 E Flamingo Rd Ste S-102 Las Vegas, NV 89119	702-794-4994	0	N
Las Vegas Review Journal	Kelly Rimmel	P O Box 70 Las Vegas, NV 89125	702-380-4575	0	N
LV Jobs.com	Debbie Feur	LasVegasJobs.com	702-257-1527	0	N
Monster.com	N/A	www.monster.com		0	N
Employment Security	Steve Settembre	3405 S Maryland Pkwy Las Vegas, NV 89109	702-486-0100	0	N
Nevada Partners	Yvette Thomas	710 W Lake Mead N Las Vegas, NV 89030	702-924-1600	0	N
Latin Chamber of Commerce	N/A	829 S. 6 <sup>th</sup> St. Las Vegas, NV 89102	702-385-7367	0	N

**5) Job Title: I Morning Show Host - KCYE Referral Source(s) of Hiree: Internal Candidate**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website Posting	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	0	N
Internal Candidate	N/A	2920 S Durango Dr Las Vegas, NV 89117	702-730-0300	1	N
All Access	N/A	<a href="http://www.allaccess.com">www.allaccess.com</a>		3	N

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- 6) **Total # of Interviewees Referred:** For the period from May 23, 2015, through May 22, 2016 this Employment Unit interviewed 63 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative: Job Fairs**

On June 30, 2015, the Station Employment Unit participated in a Job Fair at Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Director of Sales and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On July 30, 2015, the Station Employment Unit participated in a job fair at Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The employment Unit Business Manager, Local and NTR Sales Managers, and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On September 24, 2015 the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Unit Business Manager, Director of Sales, NTR Manager, and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and the Employment Unit, and accepting resumes from job fair participants.

On November 17, 2015, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The employment Unit Business Manager, Director of Sales, NTR Manager and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On January 26, 2016, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Local Sales Manager, NTR Manager and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On March 10, 2016, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, NTR Manager and Program Directors, all of whom have substantial responsibility in the making of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants.

On April 12<sup>th</sup>, 2016, the Station Employment Unit participated in a job fair at the Texas Station, Las Vegas, NV with LasVegasJobs.com. Through radio and print ads advertising the event, job seekers were invited to tour booths and meet with potential employers. The Employment Unit Business Manager, Promotion Director, NTR Manager and Program Directors, all of whom have substantial responsibility in the making

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of hiring decisions, participated with a booth, educating potential employees about job opportunities in radio and at the Employment Unit, and accepting resumes from job fair participants

On April 20, 2016, the Station Employment Unit Business Manager, Promotions Director, Chief Engineer, Program Directors and with the Corporate Director of Communications participated in the NABEF Career Fair at the Westgate Hotel, Las Vegas, NV. These employees, all of whom have substantial responsibility in the hiring decisions, discussed broadcast work in general, employment opportunities at the Station Employment Unit in particular, and accepted resumes from job fair participants.

**(b) Initiative: Internship Program**

The Station Employment Unit has established and conducted an internship program designed to assist members of the community to acquire skills needed for broadcast employment. The Station Employment Unit had an Intern from the College of Southern Nevada from September 2015 through May 2016.

**(c) Initiative: Participation in Program Sponsored by Education and Local Government**

The Station Unit participated in Clark County Summer Business Institute Program. We hosted a graduating High School senior for the Clark County School District – June 15, 2015 – August 6, 2015.

Training in various departments: Internet, Production, Sales, Reception, Programming and Promotions.

**(d) Initiative: Cross-Training of Station Personnel**

A cross-training program has been established to train employees and enable them to acquire skills that could qualify them for higher level positions. The program works by enabling employees to train with each other to learn the skills necessary for the other position. For example, during this reporting period:

The Sales Assistants cross-train with the Account Executives to prepare sales presentations, write orders and copy and collect outstanding balances. Additionally, they train in Production to download and play produced spots. They also cross-train in Traffic to run reports, pull spot times and generate missing copy reports.

**(e) Initiative: Public Affairs Programming**

Among the many services provided by our Nevada Broadcasters Association for radio and TV groups throughout the State, a comprehensive broadcasting job bank , job search and placement service has been set up. Mary Beth Sewald, the President of the Nevada Broadcasters Association, discusses the service during “Talking Solutions with Terrie Springs”, our Public Affairs Director on an ongoing basis. This is a local weekly 30 minute Public Affairs show that airs across the cluster.

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